MINUTES OF THE T-FACULTY SENATORS COUNCIL SPECIAL MEETING OF JUNE 18, 2020

The New York University Tenured/Tenure Track Faculty Senators Council (T-FSC) met at noon on Thursday, June 18, 2020 via Zoom connection.

In attendance were Senators Battista, Cappell, Das, De Leon, Dorsen, Duncombe, Dreyfuss, Economides, Fenton, Frankl, Friedman, Garabedian, Geppert, Gyorgy, Hoffman, Irving, Kamer, Lapiner, Ling, Merritt, Mincer, Nonken, Parekh, Smoke, Sternhell, and Uleman; Active Alternates Alter and Reiss; Alternate Senators Branski, Hartman, Partridge, Rosendorff; and Observer Miao.

REPORT FROM THE CHAIRPERSON: DARCEY MERRITT

See attached Document A.

Chairperson Merritt introduced the other new members of the Executive Committee for academic year 2020-21: David Irving serves as Vice Chair and Sonia Das as Secretary. Nick Economides serves as Immediate Past Chair.

Merritt asked for a moment of reflection following the reading of the partial list of state sanctioned murders of black people. She thanked the Council for collectively sharing the moment.

INCLUSION: SONIA DAS

Secretary Das reported on the meeting with the Faculty of Color Caucus. The meeting was attended by Lisa Coleman, Senior Vice President for Global Inclusion and Strategic Innovation and University Chief Diversity Officer.

The Committee is looking into if the Office of Equal Opportunity’s scope could be expanded to include racism and is working with University Senate to see if a petition to ask for this update could be brought before the Senate.

They met with the Provost Office and discussed the anti-racism resolution and if it is possible to make anti-racism training mandatory across the University. The Provost responded that the training will be voluntary because the literature suggests that mandatory anti-racism training leads to retaliation against certain faculty members. A Senator also noted the literature shows the importance of pairing education with a training program to be effective.

An idea that emerged from this is to create a faculty pledge to complete voluntarily anti-racism training. The Council could use this pledge as a way to influence faculty members to complete the training.

They also plan to schedule a meeting with the Student Government Assembly. The Committee is also actively working with the C-FSC on this issue.
Merritt noted Juneteenth, the day commemorating June 19, 1865, the last day the final black Americans living in Texas were notified of their emancipation. All state employees may take as a state holiday. The Silver School is allowing faculty and staff to take that day of reflection.

REMOTE TEACHING: DAVID IRVING

Vice Chair Irving noted he is serving on an ad hoc committee developing a disaster relief fund for faculty and employees facing financial hardship due to the pandemic.

He also reported he created a remote teaching newsletter with links to various resources. See attached Document C.

A Senator presented some general proposal plans when classes return in person. He noted there will be daily self-health assessment. The Provost's office also has plans for mass testing of all faculty, administrators, and staff. The details of these plans have not yet been released. The Senator noted the privacy issues regarding COVID testing results.

Senators expressed concerns with communications to faculty and lack of involvement in the decision-making process. Chairperson Merritt noted the EC is invited to sessions titled “NYU Returns”. She informed Provost that the EC would like to be involved in the decision-making process and not just informed of the plans set in place. Senators discussed the variations across schools and disciplines in how to effectively operate and re-configure courses and classroom environments.

EDUCATIONAL POLICY: ROBERT LAPINER

Senator Lapiner raised the issue brought up in the May Committee report about the past combination of Educational Policies and Faculty/Student Relations Committee into the one Committee. The Committee is reviewing whether it’s best to create two separate committees with the following mandates: 1) Educational Polices: acts as the T-Faculty Senators Council counterpart to the Academic Affairs Committee of the University Senate; interacts with the Center for Faculty Advancement and 2) Faculty Student Relations: acts as the T-Faculty Senators Council counterpart to the Student Senators Council; proposes, develops, and implements programs to enhance faculty student relations.

He noted the Council has not had as much collaboration with student government in recent years and it seems the other Councils, i.e. the C-FSC and AMC, have had more interactions with students, student attendance at meetings to discuss SSC resolution, etc. Council members supported the importance of interaction and strong communication with students.

FINANCE: NICHOLAS ECONOMIDES

Immediate Past Chair Economides reported on the Senate Financial Affairs meeting updates. Summer enrollments are tracking well and the losses in 2020 and 2021 are expected to be smaller than expected.

He also noted a new retirement program that applies to people over 65 which includes a one-year salary. Participants must commit early to the program; he believes by October agreements need to be signed.
SENATE COMMITTEE SELECTION PROCESS: KARYN RIDDER

Manager of Faculty Governance Ridder stated the Executive Committee will meet in August to make the committee assignment selections based on the preference forms completed by Senators. Senators typically serve on 2-3 committees.

AGENDA ITEMS FOR FALL 2020: DARCEY MERRITT

Chairperson Merritt announced the main agenda items carried over from the 2019-2020 academic year include: 1) PPTM review of NYU Abu Dhabi Faculty Governance Guidelines and NYU Abu Dhabi Promotion and Tenure Guidelines, 2) Academic Calendar, 3) Senate Seat Allocations, and 4) Grievance Committee charge. She noted the attached T-FSC Questionnaire responses, see attached Document B. The questionnaire asked Council members on the issues they deem priorities for the T-FSC, University Senate, and school specific issues that should be brought to the Council in A/Y 2020-21.

ADJOURNMENT

The meeting adjourned at 2:00 PM.
PARTIAL LIST OF STATE SANCTIONED MURDERS OF BLACK PEOPLE

Emmett Till
Trayvon Martin
Eric Garner
Sandra Bland
Michael Brown
Freddie Gray
Tamir Rice
Dontre Hamilton
John Crawford
Eric Harris
Walter Scott
Korryn Gaines
Laquan McDonald
Akai Gurley
William Chapman II
Sam Dubose
Jeremy McDole
Ricky Ball
Jamar Clark
Sylville Smith
Alton Sterling
Philando Castile
Keith Lamont Scott
Terence Crutcher
Jordan Baker
Stephon Clark
Jordan Edwards
Ahmaud Arbery
Breonna Taylor
Sean Reed
George Floyd
Tony McDade
Rayshard Brooks
### What issues do you deem priorities for the TFSC AY 2020-’21?

1. The well-being of faculty.
2. The administration understanding that we need to continue with our research.

1) Addressing racism and discrimination collectively as a campus, 2) How to cultivate an academic community in the COVID era when much is done remotely.

**Advancement of faculty of color (all races)**

- An "ISM" focus including racism, gender, disability & age ... closer working relationship with contract faculty
- Anti-racism education

**Benefits**

- COVID-related issues; equity in faculty pay; support of faculty research
- Dealing with Covid 19 teaching

Generally, all provisions related to care for faculty during COVID. In particular, I feel like the T-FSC should address the role of virtual meeting in faculty meetings and faculty governance. There are many things to think about if we are going to continue to hold faculty meetings via Zoom, and other schools might be in the same position.

Health and safety for all, and protection of confidential health conditions. Please see this statement from the NYU AAUP chapter:

"NYU's Administration is calling on faculty (tenure-track, contract, and adjunct) to self-report on whether they will seek "accommodations" for being exempted from in-person teaching this Fall. We are asked to do this reporting as individuals to the OEO -- which will rule on whether we each, as individuals, qualify for exemption according to their definitions of who is presumed to be "at risk" for COVID-19 (in the limited space of the classroom). This means, among others, that in-person teaching is being understood as the norm against which individuals will be exempted. It also means that those who seek such exemptions are identifying themselves as weak links in the presumed-normative in-person system. There are a series of ramifications to this kind of individuation of a collective health crisis. The AAUP stands against this mode of individuation as a response to the global pandemic. We call upon faculty to refuse to participate in this self-reporting, as it only legitimizes a system that poses a risk to collective public health."

- Participating in academic planning
- Re-engineering the grievance committee to stop its role as a rubber stamp for the provost's office and actually support faculty claims
- Reopening in fall 2020 and related financial issues.
- Teaching during an epidemic.

### What issues do you deem priorities for the University Senate AY 2020-’21?

1. The well-being of all constituencies and less concern about the economic situation.

1) Addressing racism and discrimination collectively as a campus, 2) How to cultivate an academic community in the COVID era when much is done remotely.

- Anti-racism education and expansion of the powers of the OEO
<table>
<thead>
<tr>
<th>What issues do you deem priorities for the University Senate AY 2020-'21? (continued)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity. Financial stability of NYU.</td>
</tr>
<tr>
<td>Finishing the rebalancing - right sizing the senate to represent and function</td>
</tr>
<tr>
<td>Issues relating to NYU Global, for students and faculty</td>
</tr>
<tr>
<td>Punishing people who do not want to do in class teaching by refusing to allow them to use their office is wrong. I think we need to take a stand on this</td>
</tr>
<tr>
<td>true shared governance, focus on pedagogy, budget transparency, school transparency</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What issues specifically associated with your school would you like to see addressed by the Council?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Salary disparities are massive!!</td>
</tr>
<tr>
<td>2. Lack of transparency, avoidance of communication by leadership and lack of faculty governance</td>
</tr>
<tr>
<td>Actively addressing racism and discrimination in the student experience.</td>
</tr>
<tr>
<td>faculty participation in academic planning, e.g. course offering in 20-21, format/mode of instruction, technological and facility support for teaching, selection of software for proctoring online exams. Faculty should lead academic planning. My school currently has technology and finance staff taking the lead in academic planning for 20-21. These technocrats have no knowledge about specific discipline and are making academic decisions. For example, one technical staff member commented that faculty members should wear personal protective equipment to give music lessons. How can a voice teacher teach a session wearing mask? This is unacceptable.</td>
</tr>
<tr>
<td>Faculty protection in the light of COVID-19</td>
</tr>
<tr>
<td>Recruitment and retention of minority faculty</td>
</tr>
<tr>
<td>shared governance, transparency, decisions driving budget, new deans faculty priorities</td>
</tr>
<tr>
<td>Tandon is a vertical school and I see it would be very difficult to accommodate on-site classes in the fall because the elevators would be the bottle neck.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Is there any old business you recommend carrying over to the fall?</th>
</tr>
</thead>
<tbody>
<tr>
<td>benefits</td>
</tr>
<tr>
<td>diversity, equity, access: mandatory training for incoming faculty &amp; those on search committees</td>
</tr>
<tr>
<td>I feel like it's important to continue with the work started on reviewing and approving various tenure and promotion guidelines at the school level.</td>
</tr>
<tr>
<td>Portable tuition benefits and employee benefits</td>
</tr>
<tr>
<td>review of tenure &amp; promotion procedures as well as grievance processes</td>
</tr>
<tr>
<td>We need to continue to deal with financial issues; merit raise vs COL; salary inequities between newly hired faculty and long-term faculty; benefits, etc</td>
</tr>
</tbody>
</table>
ON CAMERA

It is your call as to how you want to present yourself. Some faculty like casual dress, others prefer a more formal look. One advantage of on-line classrooms is that everyone, including the instructor, is in the front row. I suggest you let professionalism guide your choices. So, besides dress, lighting and background can also enhance the visual experience.

Lighting

VIRTUAL BACKGROUND

Lookin' Good!

ONLINE COMMUNITY BUILDING

Building an “on-line” classroom community is a unique challenge. Here are some interesting articles to get you thinking about how to design your classroom.

ONLINE COMMUNITY BUILDING

BETTER ONLINE TEACHING

BREAKOUT ROOMS

NETIQUETTE

It is advisable to put a section in your syllabus on remote-classroom etiquette.

For example:

· Keep yourself muted unless speaking
· Use the hand raising tool to ask a question
· Use a name screen only when taking a bathroom break

NETIQUETTE TIPS ON LINE

FALL 2020

Classes this fall at NYU will be offered in one of three forms:

in person, blended, or remote.

VIRTUAL COMMUNITY BUILDING
TECHNOLOGY

Ethernet cable
Plugging your computer into the cable box or internet provider with an ethernet cable will allow for a more stable network.

Wi fi boost/stability
If you use Wi-Fi, there are a number of products you can consider helping you have a more stable network.

INTERNET CONNECTION

BANDWIDTH

Image quality
Many teachers show clips and various forms of media as part of class instruction. Here are some links to best practices:

FILM CLIPS

NYU CLIPS

VIRTUAL CLASSROOM

Class time
During the on-camera class session there are a number of issues teachers should be aware of to make the class work effectively.

Length
Be mindful of Zoom fatigue. A four hour class doesn’t have to be four straight hours of class time. Between screenings, breakout groups, regular breaks, consultations and office hours, you have ample tools to bring variety of your class period.

Time Zones
With students in various time zones, teachers need to be mindful of how to ensure each student has access to the course content. If possible, arrange a time for the class that can accommodate as many time zones as possible.

Record session
In many cases, faculty should record the class to ensure that students can view the class, especially those who cannot be accommodated by the time you offer.
https://stream.nyu.edu/media/NYU+ZoomA+Make+a+Recording+of+Yourself+and+Share+it+with+Your+Class/1_7s3asrk

TESTS, EXAMS AND QUIZZES

NYU REMOTE TEACHING

NYU CREATIVE ZOOMING

EXAMS AND QUIZZES ON ZOOM